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College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 4 May 1990

WESTERN REGION (WCPA)

Arizona State University
California Institute of Technology
California Poly. State University - San Luis Obispo
California State Poly University - Pomona
California State University - Fresno
California State University - Hayward
California State University - Long Beach
California State University - Los Angeles
California State University - Sacramento
University of California - Los Angeles
Gonzaga University
University of Idaho
Loyola Marymount University
Mills College
University of Nevada - Reno
Oregon State University
University of Oregon
Portland State University
University of Redlands
Saint Mary's College
San Diego State University
University of San Francisco
San Francisco State University
San Jose State University
Santa Clara University
University of Southern California
University of Southern California - Graduate School of Business
Stanford University
Washington State University
University of Washington
Westmont College

The career planning & placement offices that participate in the ***Salary Survey*** are divided into seven geographic regions. The participants listed comprise the **Western** Region.

The data are based on salary offers made to students graduating between September 1, 1989, and August 31, 1990. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (April 10, 1990, through May 2, 1990) and cumulatively (September 1, 1989, and May 2, 1990).

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BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/10/90 THROUGH 5/2/90							CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	8	383	$26950	$28043	*	*	*	199	2673	$23675	$26414	$26520	$23000	$21500
BUSINESS ADMIN (INCL MGMT	1	75	28000	23955	*	*	*	70	583	23935	22888	30000	24800	16500
DISTRIBUTION MANAGEMENT	+	13	+	27205				+	47	+	25816			
ECONOM & FINANCE (BANKING	7	170	26586	25676	*	*	*	66	768	23521	24623	28000	24000	18000
HOTEL/RESTAURANT MGMT.	+	1	+	19000				4	32	21900	19974	*	*	*
HUMAN RSRCS (incl LABOR R	+	1	+	21000				5	55	23400	23766	*	*	*
MANAGEMENT INFO SYSTEMS	4	54	25965	28155	*	*	*	6	283	26877	27424	*	*	*
MARKETING/MARK MGMT (RESR	4	118	27375	24222	*	*	*	72	741	23050	22959	27600	22900	19000
REAL ESTATE	+	4	+	28875				4	18	22806	25520	*	*	*
COMMUNICATIONS														
ADVERTISING	+	1	+	24000				2	25	20250	18287	*	*	*
COMMUNICATIONS	1	34	24000	21501	*	*	*	16	149	19050	20483	*	*	*
JOURNALISM	1	8	16600	17088	*	*	*	4	52	15900	17436	*	*	*
TELECOMMUN/BROADCASTING	+	+	+	+				+	13	+	18101			
EDUCATION														
ELEMENTARY EDUCATION	+	23	+	16670				30	299	14675	18970	21400	12400	10000
PRE-ELEMENTARY EDUCATION	+	+	+	+				+	23	+	16783			
PHYSICAL EDUCATION	+	4	+	16150				+	35	+	19063			
SPECIAL EDUCATION	+	2	+	18000				5	59	18913	19860	*	*	*
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	+	1	+	14000				+	1	+	14000			
TEXTILES & CLOTHING	+	4	+	20250				1	32	20000	20986	*	*	*
MERCHANDISING MANAGEMENT	+	7	+	23500				+	35	+	19368			
HUMANITIES														
FOREIGN LANGUAGES	+	5	+	20901				+	15	+	21398			
LETTERS (incl English, Li	+	14	+	19113				10	72	16139	19200	*	*	*
VISUAL & PERFORMING ARTS	+	+	+	+				4	50	13000	19057	*	*	*
HUMANITIES - OTHER	+	9	+	22256				+	55	+	24480			
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	+	+	+				1	15	21500	20639	*	*	*
HISTORY	+	9	+	19233				2	21	22940	20365	*	*	*
POLITICAL SCIENCE/GOVT	2	18	22368	25057	*	*	*	9	79	22837	22904	*	*	*
PSYCHOLOGY	+	19	+	19006				7	87	21500	19843	*	*	*
SOCIOLOGY	+	6	+	17836				4	26	17550	20800	*	*	*
SOCIAL SCIENCES-OTHER	+	6	+	22917				+	32	+	19757			
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	27	+	30713				3	177	30100	30541	*	*	*
AGRICULTURAL	+	3	+	29667				+	32	+	29802			
ARCHITECTURAL	+	2	+	26500				+	31	+	30056			
BIOENGINEERING & BIOMEDIC	+	10	+	30432				2	30	28000	30685	*	*	*
CHEMICAL	+	311	+	35216				5	1235	35271	35202	*	*	*
CIVIL	+	132	+	29260				16	640	26722	27988	*	*	*
COMPUTER	2	72	32250	31328	*	*	*	4	220	30750	31314	*	*	*
ELECTRICAL/ELECTRONIC	+	350	+	32427				28	1547	29465	31843	33000	30480	25343

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/10/90 THROUGH 5/2/90							CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	+	2	+	$29600				+	2	+	$29600			
INDUSTRIAL	+	194	+	30934				12	582	$31309	30878	*	*	*
MECHANICAL	2	450	$34000	32571	*	*	*	20	1746	29049	32305	$34000	$27600	$25343
METALLURGICAL	+	21	+	33079				+	107	+	32404			
MINING (INCL GEOLOGICAL)	+	10	+	31348				+	26	+	29879			
NUCLEAR	+	6	+	33510				+	22	+	31456			
PETROLEUM	+	14	+	36033				+	100	+	35518			
TEXTILE	+	+	+	+				+	3	+	33669			
ENGINEERING TECHNOLOGY	+	13	+	26893				13	175	28949	29135	*	*	*
INDUSTRIAL TECHNOLOGY	+	1	+	30480				1	26	28000	25955	*	*	*
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	+	6	+	23833				1	71	28800	22337	*	*	*
ANIMAL SCIENCES	+	2	+	16500				+	22	+	17652			
PLANT SCIENCES	+	+	+	+				+	23	+	21694			
NATURAL RESOURCES	+	3	+	19500				+	8	+	18863			
OTHER AGRICULTURAL SCIENC	+	2	+	20000				+	29	+	23697			
COMPUTER SCIENCE														
COMPUTER SCIENCE	3	136	31333	30651	*	*	*	33	599	29279	29685	33600	30192	22500
COMPUTER PROGRAMMING	+	10	+	29784				+	44	+	28792			
INFORMATION SCIENCES & SY	+	11	+	26668				1	191	32000	28330	*	*	*
SYSTEMS ANALYSIS	+	1	+	33960				+	4	+	29360			
HEALTH SCIENCES														
ALLIED HEALTH	+	1	+	12000				+	49	+	26230			
HEALTH SCIENCES	1	2	22800	16400	*	*	*	2	23	20400	20318	*	*	*
NURSING	+	1	+	26686				1	24	32000	26633	*	*	*
PHARMACY	+	+	+	+				+	20	+	33790			
SCIENCES														
ACTUARIAL	+	33	+	31681				+	60	+	27610			
ARCHITECTURAL & ENVIRONME	+	5	+	26080				2	59	21600	25154	*	*	*
BIOLOGICAL	2	5	14750	19040	*	*	*	3	35	17167	20965	*	*	*
CHEMISTRY	+	5	+	27740				+	70	+	28733			
GEOLOGY & GEOLOGICAL SCI	+	2	+	19400				1	20	20000	22541	*	*	*
MATHEMATICS	+	26	+	28194				5	133	25617	26107	*	*	*
PHYSICS	+	4	+	33000				+	17	+	27848			
OTHER PHYSICAL & EARTH SC	+	1	+	16305				+	3	+	21435			
POLYMER SCIENCE	+	+	+	+				+	+	+	+			
TEXTILE SCIENCE	+	+	+	+				+	24	+	26861			
TOTALS	38	2863						674	14604					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/10/90 THROUGH 5/2/90							CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	6	326	$27833	$28407	*	*	*	149	2122	$23371	$26707	$26500	$23000	$21000
ACCOUNTING (PRIVATE)	1	71	24000	25563	*	*	*	45	576	24722	25035	27000	25000	22000
COMMERCIAL BANKING (CNSMR	+	14	+	21652				3	91	22000	20797	*	*	*
COMMERCIAL BANKING (LENDG	1	17	15600	24182	*	*	*	3	86	17867	23053	*	*	*
INVESTMT BANKING (CORP FN	1	9	24600	27233	*	*	*	3	27	24933	28021	*	*	*
INVESTMT BANKNG (M & A)	+	3	+	30333				+	8	+	26767			
INVESTMT BANKG (REAL EST)	+	2	+	27500				1	12	32000	25099	*	*	*
INVESTMT BANKG (SALES & T	+	1	+	18000				+	12	+	19421			
FINANCIAL/TREASURY ANALYS	2	53	31000	28118	*	*	*	33	277	25542	26748	30000	25800	21000
PORTFOLIO MGMT/BROKERAGE	+	14	+	24964				8	39	18500	22179	*	*	*
UNDERWRITING	1	11	28000	25455	*	*	*	3	52	26533	22850	*	*	*
INSURANCE - CLAIMS	3	11	23433	21849	*	*	*	9	63	22480	22082	*	*	*
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	+	3	+	27293				2	18	16000	20197	*	*	*
MEDIA PLANNING	+	1	+	25000				+	10	+	19944			
REPORTING	+	3	+	18941				+	13	+	16424			
PRODUCTION	+	5	+	25500				+	25	+	25079			
PUBLIC RELATIONS	+	5	+	20272				3	39	20167	20900	*	*	*
WRITING / EDITING	+	4	+	17500				2	32	21860	17969	*	*	*
MARKETING														
ADVERTISING	+	2	+	24000				2	34	19020	19898	*	*	*
BRAND/PRODUCT MANAGEMENT	+	16	+	26625				17	104	24621	25819	*	*	*
BUYER/MERCHANDISING	+	17	+	23662				9	139	26554	22966	*	*	*
DISTRIBUTION	1	15	33500	27937	*	*	*	4	57	25855	26988	*	*	*
MARKET RESEARCH	1	15	31500	25990	*	*	*	1	47	31500	25246	*	*	*
PURCHASING	+	5	+	22140				4	33	22925	23747	*	*	*
SALES	3	140	26245	24546	*	*	*	60	816	24352	24671	31002	24800	17000
PUBLIC ADMINISTRATION														
EXECUTIVE, LEGISL, & GENL	+	1	+	20195				+	22	+	20535			
FINANC,TAXA, MONETARY POL	+	11	+	23637				2	35	22750	23347	*	*	*
ECONOMIC PROGRAMS	+	3	+	26533				4	14	27000	26664	*	*	*
LAW ENFORCEMENT	+	10	+	32868				+	24	+	27987			
MILITARY	+	9	+	21593				+	80	+	21673			
NATIONAL SECURITY	+	1	+	27000				+	3	+	26900			
URBAN / REGIONAL PLANNING	+	8	+	25684				+	11	+	25543			
ENGINEERING														
BIOENGINEERING	+	3	+	33407				+	21	+	30103			
DESIGN / CONSTRUCT	+	156	+	31528				10	871	30010	30253	*	*	*
ENVIRONMENTAL/SANITATION	+	41	+	30683				3	113	32945	29182	*	*	*
MANUFACTURING/INDUSTRIAL	1	175	33000	32036	*	*	*	9	1059	31020	32171	*	*	*
SYSTEMS / PROGRAMMING	+	82	+	31458				8	247	29903	31165	*	*	*
POWER SYSTEMS	+	62	+	31758				6	240	30523	31865	*	*	*
SOFTWARE DESIGN & DEVELOP	+	43	+	32702				5	189	29560	31746	*	*	*
HARDWARE DESIGN & DEVELOP	1	45	33000	33049	*	*	*	3	165	27667	32173	*	*	*

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/10/90 THROUGH 5/2/90							CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	+	66	+	$33095				2	400	$27000	$32255	*	*	*
TESTING	+	19	+	31422				7	145	31057	30668	*	*	*
PROCESS ENGINEERING	+	209	+	35168				5	935	35271	35064	*	*	*
PROJECT ENGINEERING	+	150	+	33119				8	619	29140	32577	*	*	*
OTHER ENGINEERING	+	452	+	31843				37	1341	27375	31520	$32100	$26220	$23808
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	+	1	+	22500				2	20	22050	22714	*	*	*
INDUSTRIAL HYGIENE	+	+	+	+				+	+	+	+			
MEDICAL TECHNOLOGY	+	1	+	14000				+	11	+	21610			
NURSES / PERSONAL CARE	+	1	+	26686				1	27	32000	26548	*	*	*
OCCUPATIONAL THERAPY	+	+	+	+				+	18	+	25980			
PHARMACIST	+	+	+	+				+	10	+	35363			
PHYSICAL THERAPY	+	+	+	+				+	21	+	27419			
RESPIRATORY THERAPY	+	+	+	+				+	6	+	23297			
OTHER HEALTH RELATED	+	4	+	18125				+	37	+	20310			
SOCIAL SERVICES														
ADMINISTRATION	+	5	+	17265				1	19	25000	18084	*	*	*
COUNSELING	+	9	+	17529				1	37	15600	16995	*	*	*
FUNDRAISING / DEVELOPMENT	+	1	+	18200				+	6	+	17350			
SOCIAL WORK	+	6	+	17336				+	25	+	18257			
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	2	79	$31500	28975	*	*	*	14	528	29359	28594	*	*	*
INFORMATION SYSTEMS	4	42	31875	30871	*	*	*	14	256	28213	28058	*	*	*
SYSTEMS ANALYSIS & DESIGN	1	67	35000	31277	*	*	*	9	297	29832	29931	*	*	*
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	+	45	+	31680				+	67	+	30931			
AGRICULTURE/NAT'L RESOURC	+	10	+	21150				+	91	+	20551			
ARCHITECTURE	+	2	+	22100				1	16	19200	22053	*	*	*
CONSULTING	1	101	30000	29947	*	*	*	8	395	24400	28767	*	*	*
HUMAN RESRCS /INDUS RELS	+	3	+	25333				5	49	22817	23249	*	*	*
MANAGEMENT TRAINEE	6	135	20160	24079	*	*	*	93	833	21037	22065	26500	21000	15360
MATH/STATISTICIANS	+	5	+	23237				+	16	+	22895			
PARALEGAL	+	2	+	19000				+	10	+	17074			
RESEARCHERS NON-TECHNICAL	1	3	13500	15687	*	*	*	2	24	19750	21192	*	*	*
RESEARCHERS - TECHNICAL	1	5	16000	25972	*	*	*	2	34	19000	27650	*	*	*
TEACHING	+	27	+	17404				51	485	15346	19070	21979	13748	10000
TOTALS	38	2863						674	14604					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

WCPA REGIONAL Report No. 4 MAY 1990
(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE	INTERIM PERIOD 4/10/90 THROUGH 5/2/90							CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	+	34	+	$31997				1	178	$22800	$29687	*	*	*
MBA--NON-TECH	+	63	+	38015				1	256	24000	35972	*	*	*
MBA--TECH	+	8	+	39250				+	63	+	38274			
MS-BUSINESS	+	1	+	43400				11	20	31764	34165	*	*	*
PUBLIC ADMINISTRATION	+	+	+	+				+	+	+	+			
ECONOMICS & FINANCE (BANK	+	5	+	36390				2	38	23580	37222	*	*	*
HOTEL/RESTAURANT MNGMT	+	+	+	+				+	+	+	+			
HUMAN RESOURCES (INCL LAB	+	7	+	33086				+	25	+	30838			
MANAGEMENT INFORMATION SY	+	7	+	36940				4	19	35050	34711	*	*	*
MARKETING/MKTNG MGT (RESE	+	4	+	34063				+	12	+	35540			
MERCHANDISING MANAGEMENT	+	+	+	+				+	+	+	+			
COMMUNICATIONS														
ADVERTISING	+	+	+	+				+	+	+	+			
COMMUNICATIONS	+	+	+	+				2	4	27100	26550	*	*	*
JOURNALISM	+	+	+	+				+	[illegible]	+	+			
EDUCATION														
EDUCATION ADMINISTRATION	+	4	+	26750				1	13	26399	26702	*	*	*
ELEMENTARY EDUCATION	+	+	+	+				6	24	23546	22337	*	*	*
PHYSICAL EDUCATION	+	+	+	+				+	5	+	33719			
READING EDUCATION	+	+	+	+				+	1	+	22000			
SPECIAL EDUCATION	+	1	+	24000				5	26	22720	22311	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	+	1	+	22700				+	2	+	24350			
LETTERS	+	+	+	+				+	3	+	18000			
VISUAL & PERFORMING ARTS	+	+	+	+				1	2	18000	19500	*	*	*
HUMANITIES - OTHER	+	+	+	+				+	2	+	21500			
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	+	+	+				+	+	+	+			
HISTORY	+	+	+	+				+	1	+	20000			
POLITICAL SCIENCE / GOVT	+	+	+	+				+	+	+	+			
PSYCHOLOGY	+	+	+	+				+	26	+	24731			
SOCIOLOGY	+	1	+	17500				+	1	+	17500			
SOCIAL SCIENCES - OTHER	+	+	+	+				+	5	+	22535			

continued

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE	INTERIM PERIOD 4/10/90 THROUGH 5/2/90							CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	12	+	$36136				+	30	+	$35387			
AGRICULTURAL	+	2	+	35200				+	5	+	35740			
BIOENGINEERING & BIOMEDIC	+	1	+	30000				+	2	+	36000			
CHEMICAL	+	4	+	37565				+	52	+	36991			
CIVIL	+	11	+	32655				1	113	$38496	32109	*	*	*
COMPUTER	+	+	+	+				+	20	+	34655			
ELECTRICAL/ELECTRONIC	+	37	+	37370				8	176	35945	36975	*	*	*
INDUSTRIAL	+	15	+	37887				2	56	36500	36033	*	*	*
MECHANICAL	+	34	+	37502				1	158	33500	36982	*	*	*
METALLURGICAL	+	1	+	36000				+	21	+	37120			
MINING & MINERAL	+	+	+	+				+	1	+	30000			
NUCLEAR	+	3	+	35521				+	9	+	34393			
PETROLEUM	+	1	+	36000				+	25	+	38190			
TEXTILE	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	2	+	26100				+	7	+	25635			
HEALTH SCIENCES	+	+	+	+				+	7	+	18374			
NURSING	+	+	+	+				+	2	+	34900			
SCIENCES														
AGRICULTURAL & NATL RESOU	+	1	+	14400				+	1	+	14400			
ARCHITECTURAL & ENVIRONME	+	+	+	+				+	3	+	25932			
BIOLOGICAL	+	+	+	+				+	6	+	29441			
CHEMISTRY	+	4	+	31000				+	15	+	31713			
COMPUTER SCIENCE														
COMPUTER SCIENCE	+	24	+	36852				+	86	+	36873			
SCIENCES														
GEOLOGY & RELATED GEOLOGI	+	3	+	25067				+	34	+	33031			
MATHEMATICS (INCL ACTUARI	+	6	+	33117				+	18	+	31201			
PHYSICS	+	+	+	+				+	9	+	29796			
POLYMER	+	+	+	+				+	2	+	34980			
TOTALS	+	297						46	1584					

Master's Degree Candidates - Experience[1]

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

GRADUATE	INTERIM PERIOD 4/10/90 THROUGH 5/2/90							CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	1	43	$36000	$46322	*	*	*	3	188	$31333	$45498	*	*	*
MBA--TECH	+	17	+	48894				+	62	+	50338			
OVER 2 TO 4 YEARS														
MBA--NON-TECH	+	85	+	48912				+	259	+	48953			
MBA--TECH	+	37	+	54009				+	145	+	52682			
OVER 4 YEARS														
MBA--NON-TECH	+	38	+	45826				+	156	+	47399			
MBA--TECH	+	20	+	54620				+	73	+	56162			
TOTALS	1	240						3	883					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/10/90 THROUGH 5/2/90							CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	*	*	*	*				*	1	*	$38000			
COMPUTER & INFOR SCIENCES	*	*	*	*				*	2	*	50000			
ECONOMICS	*	*	*	*				*	3	*	44000			
EDUCATION														
EDUCATION ADMINISTRATION	*	*	*	*				*	14	*	42446			
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	*	1	*	$36000				*	2	*	32520			
FOREIGN LANGUAGES	*	*	*	*				*	*	*	*			
HUMANITIES	*	*	*	*				*	1	*	24000			
PSYCHOLOGY	*	*	*	*				*	6	*	32167			
SOCIOLOGY	*	*	*	*				*	*	*	*			
SOCIAL SCIENCES	*	1	*	28200				*	5	*	30600			
ENGINEERING														
AEROSPACE	*	*	*	*				*	3	*	48331			
CHEMICAL	*	41	*	50254				1	81	$48000	50678	*	*	*
CIVIL	*	*	*	*				*	3	*	44728			
COMPUTER	*	*	*	*				*	1	*	57000			
ELECTRICAL/ELECTRONIC	*	4	*	56300				1	25	57000	53723	*	*	*
INDUSTRIAL ENGINEERING	*	*	*	*				*	2	*	51500			
MECHANICAL	*	6	*	46832				*	16	*	47382			
METALLURGICAL	*	7	*	46396				*	16	*	48406			
SCIENCES														
AGRICULTURE & NAT'L RESRC	*	*	*	*				*	7	*	37227			
BIOLOGICAL	*	*	*	*				*	*	*	*			
CHEMISTRY	*	8	*	43726				*	55	*	44729			
GEOLOGICAL SCIENCES	*	2	*	41350				*	9	*	37140			
MATHEMATICS	*	*	*	*				*	4	*	34750			
PHYSICS	*	*	*	*				4	9	42492	41385	*	*	*
POLYMER	*	*	*	*				*	4	*	47250			
TOTALS	*	70						6	269					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
* No offers reported

AVERAGE SALARY OFFERS MAY 1990 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
ACCOUNTING	23371 145 30500/21300			25200 1	24600 1	24000 1			
BUSINESS ADMIN (INCL MGMT				21500 2		23200 3		21500 1	
ECONOM & FINANCE (BANKING	27000 4			20700 6			24000 1	27875 4	
MANAGEMENT INFO SYSTEMS							30000 2	30500 1	
MARKETING/MARK MGMT (RESR				23467 3		24000 1	22153 3	24000 1	
COMMUNICATIONS						12000 1	10000 1		
PSYCHOLOGY					10000 1	30000 1			
SOCIOLOGY				19200 1					
CIVIL									32000 1
COMPUTER							29250 2		
ELECTRICAL/ELECTRONIC						33000 1			32367 3
INDUSTRIAL								26000 1	
MECHANICAL								35000 1	
COMPUTER SCIENCE				26760 1		28667 3	31704 5	40000 1	
ARCHITECTURAL & ENVIRONME			19200 1						24000 1
MATHEMATICS							25750 2		

AVERAGE SALARY OFFERS MAY 1990 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	FINANCE		HOSPITALITY(AM		HOSPITALITY(HO		INSURANCE		LEGAL SVCS		MERCHANDISING		PERSONNEL SUPP		PROTECTIVE SER		PUBLISHING	
ACCOUNTING	23986	16			22000	1												
BUSINESS ADMIN (INCL MGMT	26936	5			17436	2	22724	5			19699	14					16500	1
ECONOM & FINANCE (BANKING	22153	15			19900	2	24167	3			21840	5	23000	1				
HOTEL/RESTAURANT MGMT.					20200	3												
HUMAN RSRCS (incl LABOR R							23000	1	20000	1	21000	2						
MANAGEMENT INFO SYSTEMS							23000	1										
MARKETING/MARK MGMT (RESR	23133	6	19000	1	23000	2	21900	1			22471 28500/19000	24						
REAL ESTATE	21600	2																
ADVERTISING	18000	1									22500	1						
COMMUNICATIONS	24500	2									20688	8						
JOURNALISM																	13000	1
TEXTILES & CLOTHING											20000	1						
CRIMINAL JUSTICE											21500	1						
POLITICAL SCIENCE/GOVT	27500	1									20660	5						
PSYCHOLOGY	29000	2	15300	1			21600	1										
SOCIOLOGY	17000	1									17000	2						
ENGINEERING TECHNOLOGY											30000	1						
COMPUTER SCIENCE	29400	1					22500	1			31000	1						
HEALTH SCIENCES							22800	1										

AVERAGE SALARY OFFERS MAY 1990 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ACCOUNTING						24436 4	23000 10		
BUSINESS ADMIN (INCL MGMT			26860 2	28000 1		27500 1	20492 2		
ECONOM & FINANCE (BANKING	19000 1		26300 4			19000 1			
HUMAN RSRCS (incl LABOR R						32000 1			
MARKETING/MARK MGMT (RESR	21500 2		20400 1						26000 1
REAL ESTATE	24000 2								
JOURNALISM					10000 1				
ELEMENTARY EDUCATION					14675 30 23517/10000				
SPECIAL EDUCATION					18913 5				
LETTERS (incl English, Li					15737 8	20500 1			
VISUAL & PERFORMING ARTS					13000 4				
HISTORY					19880 1				
CHEMICAL				36516 1					
CIVIL				36500 1		25600 1	25718 12		
ELECTRICAL/ELECTRONIC				33400 1		25263 8			
INDUSTRIAL			32200 1			32050 4			
MECHANICAL						25862 7	25343 1		
COMPUTER SCIENCE			35000 1			20548 4			
HEALTH SCIENCES									18000 1
NURSING									32000 1
BIOLOGICAL		16000 1							
GEOLOGY & GEOLOGICAL SCI					20000 1				
MATHEMATICS					22544 2				

AVERAGE SALARY OFFERS MAY 1990 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	MEMBERSHIP/REL		MUSEUMS & CULT		SOCIAL SRVCS/P		OTHER NON-PROF		AEROSPACE		AGRIBUSINESS &		AUTOMOTIVE & M		BUILDING MATLS		CHEMICAL, DRUG	
ACCOUNTING	23000	2							26620	3					24533	3	30000	1
BUSINESS ADMIN (INCL MGMT									25975	4			25000	1	28350	4	27386	7
ECONOM & FINANCE (BANKING									25380	1							25800	2
MARKETING/MARK MGMT (RESR																	25111	6
COMMUNICATIONS																	24152	2
HISTORY			26000	1														
POLITICAL SCIENCE/GOVT											29868	2						
PSYCHOLOGY					15600	1												
AEROSPACE & AERONAUTICAL									30100	3								
BIOENGINEERING & BIOMEDIC																	28000	2
CHEMICAL																	34613	3
ELECTRICAL/ELECTRONIC									30228	9							34440	1
INDUSTRIAL									31850	2							29501	2
MECHANICAL									29940	5			27900	2				
ENGINEERING TECHNOLOGY									28134	7					24300	2		
INDUSTRIAL TECHNOLOGY									28000	1								
AGRIBUSINESS																	28800	1
COMPUTER SCIENCE									30320	5					28128	1	32400	1
BIOLOGICAL																	22000	1

AVERAGE SALARY OFFERS MAY 1990 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	COMPUTER & BUS		ELECTR & ELECT		FOOD & BEVERAG		HOUSEHOLD & PE		METALS & METAL		MINING		PACKAGING & AL		PAPER & WOOD P		PETROLEUM & AL	
ACCOUNTING	28340	3											18000	1			26347	5
BUSINESS ADMIN (INCL MGMT	28167	3	24300	2	25000	1	22500	1									26650	2
ECONOM & FINANCE (BANKING	24800	5	22340	2	25250	2											24625	4
HOTEL/RESTAURANT MGMT.																	27000	1
MANAGEMENT INFO SYSTEMS	32400	1																
MARKETING/MARK MGMT (RESR	23650	4	23040	1	17950	4	23600	2									25750	4
COMMUNICATIONS					10000	2												
JOURNALISM					24000	1												
CHEMICAL																	36000	1
COMPUTER	33000	1	31500	1														
ELECTRICAL/ELECTRONIC	32010	2	28450	2														
INDUSTRIAL	32001	1			34600	1												
MECHANICAL	31200	1	33000	1													35900	1
ENGINEERING TECHNOLOGY	31800	1			35000	1											33996	1
COMPUTER SCIENCE	29100	6															34500	1
INFORMATION SCIENCES & SY															32000	1		
BIOLOGICAL					13500	1												
MATHEMATICS			31500	1														

AVERAGE SALARY OFFERS MAY 1990 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	PRINTING		RUBBER PRODUCT	SCIENTIFIC & I		STONE, CLAY, G		TEXTILES & APP		WIDELY DIVERSI	OTHER EMPLOYER	
ACCOUNTING											25500	2
BUSINESS ADMIN (INCL MGMT											24631	6
ECONOM & FINANCE (BANKING				23333	3							
MANAGEMENT INFO SYSTEMS								15360	1			
MARKETING/MARK MGMT (RESR	19000	1				25000	1	16020	1		35000	2
JOURNALISM								16600	1			
LETTERS (incl English, Li	15000	1										
POLITICAL SCIENCE/GOVT								15000	1			
CIVIL											24840	1
ELECTRICAL/ELECTRONIC											32000	1
MECHANICAL											34000	1
COMPUTER SCIENCE											33600	1

AVERAGE SALARY OFFERS MAY 1990 WCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
BACHELOR - NON TECHNICAL	23469 149 30500/21300			21692 13	17300 2	22800 7	22923 7	26786 7	
BACHELOR - TECHNICAL			19200 1	26760 1		29750 4	29836 9	33667 3	30620 5

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	23574 51 48000/18000	17150 2	20327 10	22968 12	20000 1	21160 63 33000/16000	23000 1		14750 2
BACHELOR - TECHNICAL	29400 1			22650 2		30500 2			

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
BACHELOR - NON TECHNICAL	22000 5		25617 7	28000 1	15155 49 26000/10000	24593 8	22582 12		26000 1
BACHELOR - TECHNICAL		16000 1	33600 2	35472 3	21696 3	25797 24 33000/20000	25689 13		25000 2

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BACHELOR - NON TECHNICAL	23000 2	26000 1	15600 1		26143 8	29868 2	25000 1	26714 7	26237 18
BACHELOR - TECHNICAL					29759 32 32700/28000		27900 2	25576 3	30589 11

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
BACHELOR - NON TECHNICAL	26283 16	23264 5	19130 10	23233 3			18000 1		25846 16
BACHELOR - TECHNICAL	30552 12	30580 5	27700 3					32000 1	35099 4

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
BACHELOR - NON TECHNICAL	17000 2		23333 3	25000 1	15745 4		26878 10
BACHELOR - TECHNICAL							31110 4

AVERAGE SALARY OFFERS MAY 1990 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	ACCOUNTING (PU		ACCOUNTING (PR		COMMERCIAL BAN		COMMERCIAL BAN		INVESTMT BANKI		INVESTMT BANKN		INVESTMT BANKG		INVESTMT BANKG		FINANCIAL/TREA	
ACCOUNTING	23394 30500/21300	148	24628 33000/22000	33					24600	1							24181	14
BUSINESS ADMIN (INCL MGMT	20000	1	22080	1	23000	1							32000	1			27160	3
ECONOM & FINANCE (BANKING			24786	7	20000	1	17300	2	25100	2							26519	14
MARKETING/MARK MGMT (RESR			25500	2	23000	1	19000	1									25800	2
REAL ESTATE			25200	1														
COMMUNICATIONS			28000	1														

AVERAGE SALARY OFFERS MAY 1990 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	PORTFOLIO MGMT		UNDERWRITING		INSURANCE - CL		DESIGN/GRAPHIC		MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO		WRITING / EDIT	
BUSINESS ADMIN (INCL MGMT			28000	1	21540	3	12000	1				16500	1		
ECONOM & FINANCE (BANKING	18400	3	30000	1	24500	1									
HUMAN RSRCS (incl LABOR R					23000	1									
MANAGEMENT INFO SYSTEMS					23000	1									
MARKETING/MARK MGMT (RESR	24000	1			21900	1	20000	1				22000	2		
REAL ESTATE	18000	1													
ADVERTISING	18000	1													
JOURNALISM														13000	1
POLITICAL SCIENCE/GOVT	22800	1													
PSYCHOLOGY	10000	1	21600	1											
ELECTRICAL/ELECTRONIC														30720	1
COMPUTER SCIENCE					22500	1									
HEALTH SCIENCES					22800	1									

AVERAGE SALARY OFFERS MAY 1990 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
ACCOUNTING									24000 1
BUSINESS ADMIN (INCL MGMT		29625 4	26554 9	21960 2		22925 4	27017 12		
ECONOM & FINANCE (BANKING		18067 3					21414 7		21500 1
HOTEL/RESTAURANT MGMT.		27000 1							
HUMAN RSRCS (incl LABOR R							18000 1		
MARKETING/MARK MGMT (RESR	23040 1	25872 5		29750 2			23790 23 40000/18000		
REAL ESTATE							24000 2		
ADVERTISING							22500 1		
COMMUNICATIONS		19500 2					17076 4		
JOURNALISM							24000 1		
LETTERS (incl English, Li	15000 1	20500 1							
POLITICAL SCIENCE/GOVT		30000 1					28618 2		
PSYCHOLOGY							29000 2		
BIOENGINEERING & BIOMEDIC							28000 2		
COMPUTER					31500 1				
INDUSTRIAL							29501 2		
AGRIBUSINESS							28800 1		

AVERAGE SALARY OFFERS MAY 1990 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ECONOMIC PROGR		LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST		ENVIRONMENTAL/		MANUFACTURING/	
ECONOM & FINANCE (BANKING	27000	4											
AEROSPACE & AERONAUTICAL								29100	1				
CIVIL										32718	2		
ELECTRICAL/ELECTRONIC								28908	2	33400	1	30396	1
INDUSTRIAL								32001	1			32200	2
MECHANICAL								30100	5			30348	3
ENGINEERING TECHNOLOGY								30680	1			31113	3

AVERAGE SALARY OFFERS MAY 1990 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	SYSTEMS / PROG		POWER SYSTEMS		SOFTWARE DESIG		HARDWARE DESIG		RESEARCH & DEV		TESTING		PROCESS ENGINE		PROJECT ENGINE		OTHER ENGINEER	
BUSINESS ADMIN (INCL MGMT	27500	1																
ECONOM & FINANCE (BANKING	27000	1																
AEROSPACE & AERONAUTICAL									30000	1	31200	1						
CHEMICAL													35271	5				
CIVIL															25152	2	25985	12
COMPUTER	29250	2					33000	1										
ELECTRICAL/ELECTRONIC	32910	2	30523	6			20000	1	24000	1					31616	1	28646	11
INDUSTRIAL											31940	5					34600	1
MECHANICAL					31200	1	30000	1							31100	2	25862	7
ENGINEERING TECHNOLOGY															29667	3	28079	4
INDUSTRIAL TECHNOLOGY																	28000	1
COMPUTER SCIENCE	30200	2			29150	4											30000	1
MATHEMATICS											26500	1						

AVERAGE SALARY OFFERS MAY 1990 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMIN.STRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
BUSINESS ADMIN (INCL MGMT	26100 1								
HEALTH SCIENCES	18000 1								
NURSING				32000 1					

AVERAGE SALARY OFFERS MAY 1990 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BUSINESS ADMIN (INCL MGMT						25000 1			
ECONOM & FINANCE (BANKING						31000 1			
MANAGEMENT INFO SYSTEMS					35000 1	30500 1	28700 2		
MARKETING/MARK MGMT (RESR					14400 1	21000 1			
LETTERS (incl English, Li	25000 1								
PSYCHOLOGY		15600 1							
MECHANICAL						35000 1			
COMPUTER SCIENCE					30012 11	27926 7	30156 7		
INFORMATION SCIENCES & SY						32000 1			
MATHEMATICS					31500 1	25000 1			

AVERAGE SALARY OFFERS MAY 1990 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
ACCOUNTING				24600 2					
BUSINESS ADMIN (INCL MGMT		21500 1	20695 3	20857 19					
ECONOM & FINANCE (BANKING		26833 3		21400 15					
HOTEL/RESTAURANT MGMT.				20200 3					
HUMAN RSRCS (incl LABOR R			26000 2	24000 1					
MANAGEMENT INFO SYSTEMS				15360 1					
MARKETING/MARK MGMT (RESR		24000 1		21727 27 27000/19000					
COMMUNICATIONS				18833 9					
JOURNALISM				16600 1					10000 1
ELEMENTARY EDUCATION									14675 30 23517/10000
SPECIAL EDUCATION									18913 5
TEXTILES & CLOTHING				20000 1					
LETTERS (incl English, Li									14413 7
VISUAL & PERFORMING ARTS									13000 4
CRIMINAL JUSTICE				21500 1					
HISTORY							26000 1		19880 1
POLITICAL SCIENCE/GOVT				19100 5					
PSYCHOLOGY				22650 2					
SOCIOLOGY				17550 4					
ELECTRICAL/ELECTRONIC				33000 1					
INDUSTRIAL		26000 1							
ENGINEERING TECHNOLOGY		19200 1		31800 1					
ARCHITECTURAL & ENVIRONME	19200 1	24000 1							

AVERAGE SALARY OFFERS MAY 1990 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90 90th: 22080 / 10th: 18330 PART 8 - PAGE 2

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
BIOLOGICAL							13500 1	19000 2	
GEOLOGY & GEOLOGICAL SCI									20000 1
MATHEMATICS									22544 2

AVERAGE SALARY OFFERS MAY 1990 WCPA REGIONAL CUMULATIVE REPORT

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	23371 149 30500/21000	24722 45 33000/22000	22000 3	17867 3	24933 3		32000 1		25542 33 42000/21000
BACHELOR - TECHNICAL									

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL	18500 8	26533 3	22431 7	16000 2				20167 3	13000 1
BACHELOR - TECHNICAL			22650 2						30720 1

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BACHELOR - NON TECHNICAL	19020 2	24621 17	26554 9	25855 4		22925 4	23951 55 48000/17000		22750 2
BACHELOR - TECHNICAL					31500 1		28760 5		

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL	27000 4								
BACHELOR - TECHNICAL							30010 10	32945 3	31020 9

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
BACHELOR - NON TECHNICAL	27250 2								
BACHELOR - TECHNICAL	30787 6	30523 6	29560 5	27667 3	27000 2	31057 7	35271 5	29140 8	27375 37 36500/23808

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
BACHELOR - NON TECHNICAL	26100 1								
BACHELOR - TECHNICAL	18000 1			32000 1					

AVERAGE SALARY OFFERS MAY 1990 WCPA REGIONAL CUMULATIVE REPORT

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION		COUNSELING		FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR		INFORMATION SY		SYSTEMS ANALYS		ACTUARIAL	AGRICULTURE/NA
BACHELOR - NON TECHNICAL	25000	1	15600	1			24700	2	26875	4	28700	2		
BACHELOR - TECHNICAL							30136	12	28748	10	30156	7		

CURRICULUM	ARCHITECTURE		CONSULTING		HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO		RESEARCHERS -		TEACHING	
BACHELOR - NON TECHNICAL			25200	5	22817	5	20788 91 30000/15360				26000	1		14949 48 26000/10000
BACHELOR - TECHNICAL	19200	1	23067	3			32400	2			13500	1	19000	2	21696	3

AVERAGE SALARY OFFERS MAY 1990 WCPA REGIONAL CUMULATIVE REPORT

BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
MBA--NON-TECH					24000 1				
MBA--TECH									

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH							
MBA--TECH							